

Complete Policy Title:

**Rights and Responsibilities of Librarians
During Work Stoppages by other
Groups at McMaster University**

Approved by:

Librarians Negotiating Committee

Date of Original Approval(s):

Policy Number (if applicable):

Date of Most Recent Approval:

February 16, 2001

Supersedes/Amends Policy dated:

Responsible Executive:

University Librarian

Enquiries:

[University Secretariat](#)

***DISCLAIMER:** If there is a Discrepancy between this electronic policy and the written copy held by the policy owner, the written copy prevails*

Preamble:

This statement is complementary to, and not a substitute for, the Code of Conduct for Librarians. The purpose of this statement is to assist librarians in understanding their rights and responsibilities in the event of a work stoppage by other groups at McMaster.

Statement:

1. This statement applies to all librarians holding an appointment as a professional librarian, whether continuing or temporary, in the McMaster University Library system.
2. A librarian has the right to respect the efforts of other employees to secure a collective agreement.
3. It is expected that librarians will assist in maintaining the academic and service mission of the Library during a work stoppage. However, a librarian is under no obligation to carry out the duties of any University employee engaged in a work stoppage (either a strike or a lockout) nor shall he or she be subject to disciplinary action for failing to do so.
4. A librarian who chooses to assist employees on a work stoppage by, for example, joining a picket line, or speaking on behalf of the striking or locked out employees (provided that it is made clear that the librarian is not speaking as a representative of the University or the Library) shall not be sanctioned for this behaviour.

-
5. A librarian has the right not to cross a picket line of striking or locked out employees. In instances where the librarian elects to exercise this right, the librarian has the responsibility to advise her or his supervisor as early as is reasonably possible that he or she will not be available to perform his or her duties. For each day on which this occurs, salary will not be paid, although fringe benefit coverage will continue.
 6. Circumstances beyond the librarian's control may prevent him or her from entering the Library during a work stoppage. In such circumstances, salary payment will not be reduced.